Multilateral Framework for Labour Market Agreements for Persons with Disabilities

Saskatchewan Baseline Report 2004-2005

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Introduction

In the Multilateral Framework for Labour Market Agreements for Persons with Disabilities Federal, Provincial and Territorial Ministers Responsible for Social Services committed to building a strong, inclusive society and securing a high quality of life for all Canadians with Disabilities. They agreed that in Canada all citizens should have an opportunity to contribute to our social and economic fabric. This means removing barriers so that persons with disabilities can live with dignity and realize their capacity for independence.

Under the Multilateral Framework it was agreed that the baseline reports would include objectives, descriptions, target populations and planned expenditures for programs and services funded under the framework. Societal indicators would include at a jurisdictional or national level, subject to data availability the following indicators:

- Employment rate of working age persons with disabilities;
- Employment Income; and
- Education attainment.

Objectives

The goal of the Multilateral Framework is to improve the employment situation of persons with disabilities. All of the programs and services included in this report achieve one or more of the following objectives:

- Enhancing the employment of persons with disabilities;
- Increasing the employment opportunities available to persons with disabilities; and
- Building on the existing knowledge base.

Programs and Services

In March 2004 Saskatchewan entered into the Canada-Saskatchewan Labour Market Agreement for Persons with Disabilities — a two-year agreement with the Government of Canada. Under this agreement the federal government agreed to cost share up to 50% of the cost of programs and services, meeting the objective of the agreement, up to a maximum of $9.953M per year.

Four Departments deliver programs and services that are cost shared under the agreement and meet one or more of the objectives of the agreement.

Learning[1]

Employability Assistance for People with Disabilities Program (EAPDP)

The EAPD Program provides goods and services that are required to allow meaningful and successful inclusion of persons with disabilities in mainstream programs.

As a result of consultations with a career and/or vocational counsellor, the type and level of the disability related supports are determined and negotiated on a case by case basis. Examples of supports include special equipment, tutors, note-takers, interpreters, special format materials and/or technical equipment.

Categories of assistance provided under EAPDP are described below.

Assessments

The EAPD Program provides individuals with assistance to pay for psycho-educational, vocational and work placement assessments, and may be used for purposes such as determining the exact disability or determining disability-related needs for planning and program purposes or to help individuals determine their suitability for training or for a job.

Specialized Basic Education and Related Services

Funds under this category are used to purchase specialized basic education and related services specific to disability from public institutions, private trainers and community-based organizations. Specialized Basic Education and Related Services provides adult upgrading, academic skill development and life skills for adults with disabilities with a view toward moving on to further education or directly to employment.

Accommodation Grants

Accommodation grants fund timely and flexible responses to people with disabilities who need smaller types of supports within their learning environment. Eight Regional Colleges and Dumont Technical Institute each receive grants to provide these accommodations.

Examples of the type of supports that may be provided are: flashing fire alarms; short-term individual tutors; note takers; interpreters; and special (adapted) equipment. The grant also makes special provisions for approved students with disabilities to write General Equivalency Diploma (GED) Tests.

Transition Planning

Transition is the movement of an individual with disabilities from one training program or employment experience to another. The intention is

[1] Formerly Post-Secondary Education and Skills Training

generally, but not always, that the movement involves an increase in skills and demands required for the next job or level of training.

Transition may occur from high school to work or further education or, for a person who has left the educational system, from one established job or training program to another. In any transition situation, supports may include such things as tutoring, training-on the-job, job coaching, education or training and specialized equipment.

Transportation Support

This category of assistance provides transportation supports to individuals with disabilities who require out-of-the-ordinary transportation accommodations in order to attend post-secondary education.

Employment Supports

This program provides employers with financial or other supports needed to hire persons with disabilities. Employment supports include: Job Coaching, Training-on-the-Job (TOJ) and Supported Employment.

A second component of EAPDP (the EAPD-TOJ Program) provides career, vocational and personal counselling to individuals. Vocational Counselling is provided through a contractual arrangement between EAPD and eight provincial agencies. Counsellors are expected to:

- Assist clients in identifying vocational goals;
- Arrange appropriate vocational opportunities;
- Monitor and report client progress; and
- Provide follow-up services as required.

Income Support

Learning provides income support to students attending post-secondary programs either through loans (if student-loan eligible) or through the Provincial Training Allowance.

Student Loans and Bursary Assistance

This program provides loans for students (including students with disabilities) to attend post secondary education programs that prepare them for employment. Saskatchewan's loan program provides bursary assistance to ease the debt load for students.

Provincial Training Allowance

This program provides income support for individuals (including individuals with disabilities) who are in adult education/training programs for which Canada and Saskatchewan Student Loans are not available. The Provincial Training Allowance supports open access for adults involved in these programs.

Saskatchewan Study Grant

This grant supplements the Canada Study Grant for people with disabilities by up to $2,000 per student per year.

Adult Basic Education at Public Education Centres

This program provides education/training programs and services for adults (including adults with disabilities) who left the K-12 system without completing a grade 12.

ABE provides a wide range of opportunities to gain academic and other skills that are required for successful/meaningful attachment to the labour force.

Job Start/Future Skills and Quick Skills

This program responds to the training needs of individuals in order to meet the emerging employment skills or industry and employers.

Participation in the program increases the employment skills of employees and potential employees by providing financial support for employers to train new employees and supporting student access to credit skills training through Saskatchewan Institute of Applied Science and Technology (SIAST), Regional Colleges and Dumont Technical Institute.

Community Resources and Employment[2]

Supported Employment (formerly LTEI)

The focus of this initiative is to provide supports in the workplace. These supports are available to assist persons with disabilities who are receiving social assistance benefits; are unemployed; or in need of long term supports to maintain employment. They can assist persons with learning, developmental, mental health and physical disabilities. Funds are provided through community based organizations.

Individual Support Contracts (formerly LTEI)

The focus of this initiative is to provide job coaching, job maintenance and productivity supports in the workplace. These supports are available to assist persons with disabilities who are: receiving social assistance benefits; unemployed; or in need of long-term supports to maintain employment. They can assist persons with learning, developmental, mental health and physical disabilities. Funds may be provided through a community based organization or directly to the individual.

[2] Formerly Social Services

Productivity Support

Community Resources and Employment provides project funding to community based organizations to offset the cost of additional supervision or job placement costs. The focus of this initiative is increased independence and assisting individuals with intellectual disabilities and/or multiple disabilities to work and live in the community. Supports are provided in the areas of education, employment and life skills training.

Career and Employment Services CBO Grants

These grants provide funds to community based organizations (CBO) to provide a variety of career and employment services for persons with disabilities to prepare for, attain and maintain employment. Specialized services include:

- Provision of career and employment information
- Client assessment, career counselling
- Work assessment/placement services
- Client marketing to employers
- Job readiness interventions
- Supported employment services

Employment Supports for Persons with Disabilities

Employment supports are available to persons with disabilities who are unemployed or in need of supports to remain employed. They can assist persons with learning, developmental, mental health and physical disabilities. This initiative supports a range of activities to reduce or eliminate the impact of an individual's disability within the work environment. Funds may be provided directly to the individual or through a community based organization.

Recruiting and Retaining Persons with Disabilities

Joint initiative between the Public Service Commission and Community Resources and Employment to achieve a more representative workforce by recruiting and retaining persons with disabilities in the Saskatchewan Public Service.

Health

Saskatchewan Aids to Independent Living program

This program provides aids and devices for people with disabilities. One of the components of the program is providing aids or devices to people who require them in order to maintain their employment or to pursue employment.

Alcohol and Drug Services

Saskatchewan Health through the Regional Health Authorities provides a range of addiction recovery services aimed at promoting healthy living without chemical dependency, including individual and family counselling, detoxification programs and vocational counselling.

For people with substance addictions, these services provide an avenue to gain knowledge, skills and on-going supports to participate in society including obtaining, maintaining and regaining employment.

Mental Health Services

A range of general mental health services is available from Regional Health Authorities such as crisis intervention, case management and individual and group counselling.

A range of vocational services are also available such as pre-employment training in daily living skills, job search training, and supervised work experience.

Government Relations [3]

The Municipal Transportation Assistance for People with Disabilities Program

This program provides financial assistance, encourages and supports cities and towns operating public transportation services for persons with disabilities. The numbers provided in this report relate to service provided for post-secondary and employment purposes.

Planned Expenditures for 2004 – 2005

This table outlines the planned departmental expenditures for the programs and services that could be cost shared under this agreement.

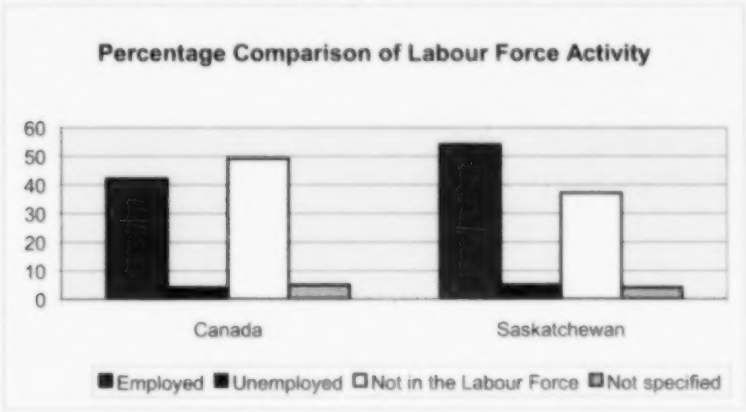
Department	Planned Expenditures 2004-2005
Learning	$10,710,000
Health	6,925,000
Community Resources and Employment	4,218,700
Government Relations	600,000
Total	**$22,453,700**

[3] Formerly Government Relations and Aboriginal Affairs

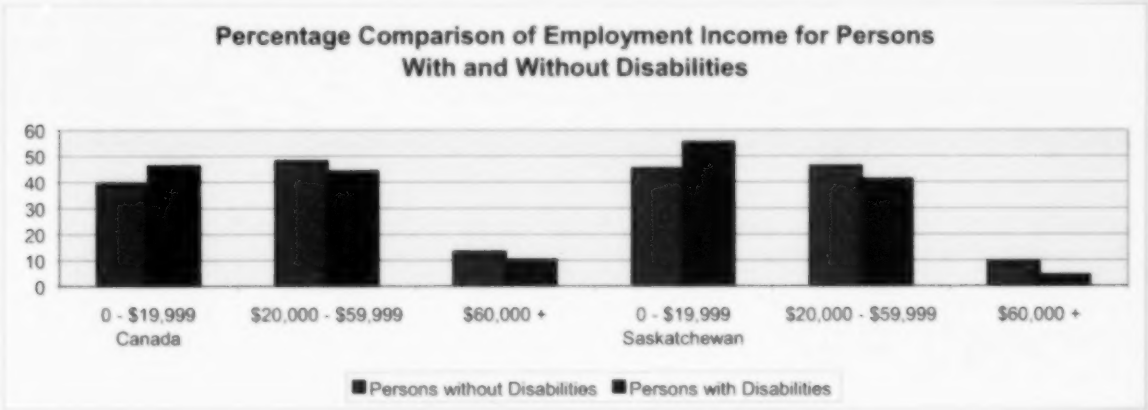
Societal Indicators

The following information on societal indicators has been provided by Social Development Canada and is based on the Participation and Activity Limitation Survey 2001 (PALS).

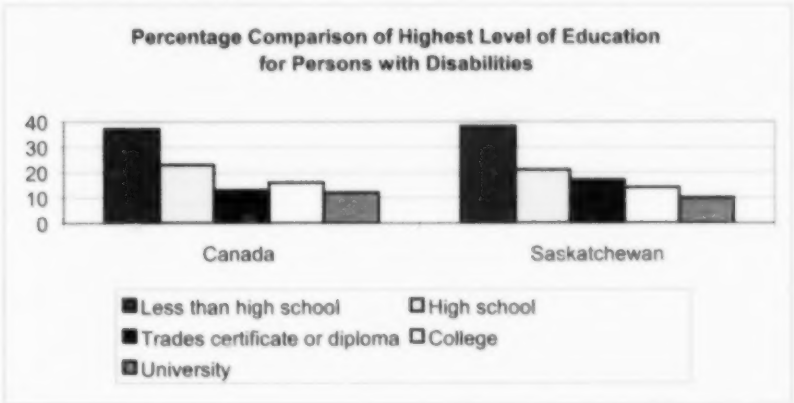
Employment Rate of Working age Persons with Disabilities



Employment Income



Education Attainment



Source for all charts above: Statistics Canada, Participation and Activity Limitation Survey, 2001.

Appendix I

The information contained in this appendix outlines expenditures and program results for programs and services cost shared under the Employability Assistance for People with Disabilities (EAPD) Agreement for the years 2001-2002, 2002-2003 and 2003-2004.

The descriptions of programs and services contained in the Baseline Report apply to the programs and services reported on in this appendix.

Introduction

Saskatchewan entered into the five year Employability Assistance for People with Disabilities (EAPD) Agreement with Human Resources Development Canada (HRDC) in March 1998. For each year of the agreement the Government of Canada agreed to contribute 50% of the eligible costs incurred by Saskatchewan for programs and services eligible for funding under this agreement up to a maximum of $9.953M per year.

The goal of the EAPD agreement was to enhance the economic participation of working age adults with disabilities. Programs and services eligible for funding under the agreement provided the skills, experience and related supports necessary to prepare people with disabilities for economic participation and employment in the labour market, or to help them attain and/or maintain employment.

The EAPD agreement allowed for a three year transition phase in which programs and services that were cost shared under the previous Vocational Rehabilitation of Disabled Persons (VRDP) agreement could continue to be cost shared, even though they may not fit the employability criteria of the new agreement. The transition phase was extended to the fourth year of the agreement to enable provinces to continue transitioning programs and services to meet the requirements of the new agreement. Programs described in this report represent a combination of VRDP and EAPD eligible programs and services that were cost shared for 2001-02 and EAPD eligible programs and services that were cost shared for 2002-03

Program Results for 2001-2002 and 2002-2003

The table below summarizes programs and services results where data is available or applies to the indicator.

Program	# of people actively participating in progress		# people successfully completing programs	
	01/02	02/03	01/02	02/03
Learning				
EAPDP Training	1,157	994	645	530
EAPDP Assessments	354	302	***	***
EAPDP Disability Supports	519	479	***	***
Student Loans, Bursary Assistance Program	xxx	xxx	***	***
Provincial Training Allowance	327	336	***	***
Study Grant	212	206	***	***
Specialized Basic Education and Related Services	541	457	xxx	xxx
Accommodation grants	150	230	***	***
Transition Planning	xxx	xxx	xxx	xxx
Transportation Support	400	140	***	***
Employment support	432	442	***	***
Basic Education at Public Education Centres	300	300	xxx	xxx
Job Start/Future Skills	82	82	xxx	xxx
Health				
SAIL	xxx	680	***	***
Mental Health Services	1,297	1,315	603	621
Alcohol and Drug	9,357	9,397	2,974	2,936
Community Resources and Employment				
LTEI	220	161	***	***
Productivity Support	68	77	***	***
CBO Grants	N/A	N/A	***	***
Career and Employment Services CBO Grants	1,307[4]	1,345[5]	***	***
Employment Supports for Persons with Disabilities	[6]	211[7]	***	***
Government Relations				
Municipal Transportation Assistance for Persons with Disabilities	43,861[8]	43,861[9]	***	***

*** - *Indicator does not apply to the program or service.*
xxx - Data is not available.

[4] *Refers to program opportunities.*
[5] *Refers to program opportunities.*
[6] *Program was introduced in 2002-03.*
[7] *Refers to program opportunities.*
[8] *Number of post secondary and employment trips in a calendar year. The number of persons is not available.*
[9] *Number of post secondary and employment trips in a calendar year. The number of persons is not available.*

Expenditures for 2001-2002 and 2002-2003

Department	Provincial Contribution		Government of Canada Contribution		Total Expenditures	
	2001-02	2002-03	2001-02	2002-03	2001-02	2002-03
Learning	2,769,069	5,474,739	2,638,000	5,000,000	5,407,069	10,474,739
Health	7,480,967	3,659,398	6,847,000	3,340,000	14,327,967	6,999,397
Community Resources and Employment	413,659	1,463,793	468,000	1,304,070	881,659	2,767,863
Government Relations	—	308,930	—	308,930	—[10]	617,860
Total	10,663,695	10,906,860	9,953,000	9,953,000	20,616,695	20,859,860

[10] *Government Relations and Aboriginal Affairs Municipal Transportation Assistance programs were not cost shared in 2001-02.*

Program Results for 2003-2004

The table below summarizes programs and services results where data is available or applies to the indicator.

Department/Program	# of People Participating	# of People Completing a Program	# of People Obtaining/ Maintaining Employment
Learning			
EAPDP Training	352	352	***
EAPDP Assessments	[11]	***	***
EAPDP Disability Supports	260	106	50
Student Loans, Bursary Assistance Program	670	xxx	xxx
Provincial Training Allowance	329	xxx	xxx
Study Grant	232	xxx	xxx
Specialized Basic Education and Related Services	469	192	93
Accommodation Grants	***	***	***
Transition Planning	47	36	36
Transportation Support	57	23	11
Employment Support	208	85	41
Basic Education at Public Education Centres	350	xxx	xxx
Job Start/Future Skills	75	xxx	xxx
Health			
SAIL	702	***	***
Mental Health Services	1,315	595	320
Alcohol and Drug	[12]	xxx	xxx
Community Resources and Employment			
Supported Employment	122	***	118
Individual Support Contracts	17	***	15
Productivity Support	69	***	69
Recruiting and Retaining	5[13]	***	5
Career and Employment Services CBO Grants	1,564	843	465
Employment Supports for Persons with Disabilities	1373	921	486
Government Relations			
Municipal Transportation Assistance for Persons with Disabilities	78,501[14]	***	***

*** - *Indicator does not apply to the program or service.*
xxx - Data is not available.

[11] *Eight Community Based Agencies are funded to provide the services.*
[12] *Data for this indicator was not available when the report was finalized.*
[13] *Services were introduced in October 2003.*
[14] *Number of post secondary and employment trips in a calendar year. The number of persons is not available.*

Expenditures for 2003-2004

Department	Provincial Contribution	Government of Canada Contribution	Total Expenditures
Learning	$6,144,485	$5,000,000	$11,144,485
Health	3,556,000*	3,340,000	6,896,000*
Community Resources and Employment	2,808,800*	1,613,000	4,421,800*
Government Relations	605,658	(included in CRE above.)	605,658
Total	$13,114,943	$9,953,000	$23,067,943

** Estimate*